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THE WORK OF THE NATIONAL SOCIETY FOR THE PROMOTION OF INDUSTRIAL EDUCATION

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The National Society for the Promotion of Industrial Education was organized in November, 1906, with Dr. Henry S. Pritchett as its president. The aim of the society was to assist in focusing public opinion in favor of an educational system that would give boys and girls who enter at an early age upon industrial pursuits, an adequate preparation for industrial efficiency. As declared by the constitution of the society, its objects are, to bring to public attention the importance of industrial education as a factor in the industrial and educational development of the United States; to provide opportunities for the study and discussion of the various phases of the problem; to make available the results of experience in the field of industrial education, both in this country and abroad, and to promote the establishment of institutions for industrial training.

The dues of members were fixed at \$2.00, sustaining members at \$25.00 or more, and life members the sum of \$250.00 or more. The constitution also provided for honorary members consisting of persons who have achieved special distinction in promoting industrial education. It provided for the ordinary officers of a society, a board of managers, consisting of a president, vice-president, secretary, treasurer, and twenty-seven national members; an executive committee, consisting of the president, vice-president, secretary, treasurer, and five additional members of the board of managers, was also authorized.

The first annual convention of the society was held in Chicago, January 23, 24, 25, 1908. Dr. Pritchett declining to serve for another year on account of the pressure of business, Mr. Carroll D. Wright was chosen president; Mr. Magnus W. Alexander, vice-president; Mr. Frederic B. Pratt, treasurer, and Dr. James P. Haney, secretary. The representative character of the society is shown by

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its board of managers, consisting of the officers just named and the following additional persons: Henry S. Pritchett, President Carnegie Foundation, New York; V. Everit Macy, Chairman Board of Trustees, Teachers' College, New York; Frederick P. Fish, Boston; Samuel B. Donnelly, Secretary Building Trades Arbitration Board, New York; Frederick A. Halsey, Editor "American Machinist," New York; Mrs. B. B. Munford, President Richmond Education Association, Richmond, Va.; G. Gunby Jordan, President Board of Trustees, Columbus, Ga.; Horace E. Deemer, Justice Supreme Court, Red Oak, Iowa; George N. Carman, Director Lewis Institute, Chicago, Ill.; Milton P. Higgins, President Norton Company, Worcester, Mass.; Anthony Ittner, President Anthony Ittner Brick Company, St. Louis, Mo.; John Golden, General President United Textile Workers of America, Fall River, Mass.; Charles R. Richards, Columbia University, New York; Robert A. Woods, Head Worker South End House, Boston, Mass.; Mrs. Mary Morton Kehew, President Women's Education and Industrial Union, Boston, Mass.; Charles F. Warner, Principal Technical High School, Springfield, Mass.; William H. Pfahler, President Model Heating Company, Philadelphia, Pa.; James O'Connell, President International Association of Machinists, Washington, D. C.; Charles A. Moore, President Manning, Maxwell & Moore, New York; Leslie W. Miller, Principal Pennsylvania School of Industrial Art, Philadelphia, Pa.; Miss Jane Addams, Head of Hull House, Chicago, Ill.; Frank A. Vanderlip, Vice-President National City Bank, New York; F. J. McNulty, Grand President International Brotherhood of Electrical Workers, Springfield, Ill.; Walter M. Wood, Manager of Institutional Work, Young Men's Christian Association, Chicago, Ill.; Frederick W. Sivyver, President N. W. Malleable Iron Company, Milwaukee, Wis.; Louis Rouillion, Director Educational Work, Mechanics' Institute, New York; John R. Back, Superintendent F. E. Reed Company, Worcester, Mass.

On account of the different educational, industrial, and social conditions and sentiments that prevail in the various states of the Union, the methods for propaganda must of necessity vary, and obviously they should be based on a full knowledge of local conditions. The board of managers therefore at the start adopted the plan of organizing in each state a nucleus of interest from which wise and effective activity might radiate. In accordance with this

view, an effort was made to establish state committees in all states of the Union, and at the end of the first year of its existence, according to reports made at the convention at Chicago, the society had organized thirty-eight state committees composed of people leading in various lines of activity. It was the aim, as far as possible, to represent the interests of employer and employee, the educator and the people at large. And it is worthy of note that, although practically all invitations to serve on these committees were necessarily extended by letter, prominent men and women everywhere readily responded to the call. Thus, under the influence of the national society, the problem of industrial education was carried home and lodged with the representatives of the following states: Alabama, California, Colorado, Connecticut, Delaware, Georgia, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Missouri, Montana, Nebraska, New Hampshire, New Jersey, New York, North Carolina, Ohio, Oregon, Pennsylvania, Rhode Island, South Carolina, Tennessee, Texas, Utah, Vermont, Virginia, Washington, West Virginia, and Wisconsin.

Some of the committees immediately devoted themselves to their work of arousing and crystallizing public opinion in favor of industrial education for the boys and girls of their communities. Other committees, for various reasons, remained in a somewhat latent condition, but were ready, however, to preach the gospel of practical education for efficiency whenever the opportunity might arise. Much that has been said in favor of such education in the public press and on the lecture platform, and in various articles in prominent publications, has been the direct or indirect result of the activities and influence of state committees. In several instances their endeavors have achieved concrete results. The New Jersey committee, for example, introduced in the legislature and succeeded in having passed a bill creating a state commission for the study of industrial educational needs of the state, and for such recommendations as may lead to the establishment of schools for industrial training. The influence of the Wisconsin state committee helped very materially in the incorporation of the Milwaukee School of Trades under public school auspices, and the enactment of the law which makes it possible for other cities of the state to establish public trade schools with the aid of special taxation.

The Ohio state committee made an extensive investigation of existing opportunities in the state for industrial training through apprenticeships, trade schools, and educational classes conducted by the Young Men's Christian Associations and similar bodies.

The national society, it may legitimately be claimed, has been the mainspring of the activities of the state committees, in that it assisted with the influence of the national movement in the dissemination of literature bearing on the problem, and with such other advice as it could extend through conferences, lectures, and correspondence. In order that the members of state committees might exchange more fully their experiences and their views of the common problem, thereby giving as well as receiving advice, delegates from all states were invited to meet in Chicago on January 23, 1908, the opening day of the first convention of the national society, for a discussion of methods to promote industrial education. Considering the newness of the national movement and the very unfavorable business conditions prevailing at that time throughout the country, the attendance of delegates from seventeen state committees showed clearly the general interest in the cause, and indicated that the formation of such committees by the national society was a move in the right direction.

The exchange of views from all parts of the United States was of the greatest value in establishing the policy of the national society. In this exchange two significant expressions of the meeting were embodied in two resolutions, the one calling for the appointment of a national commissioner who should devote his whole time to propaganda for industrial education and to the upbuilding and coordinating of the state organizations. The commissioner was to be ready to accept calls to any part of the country for the purpose of presenting the policies of the society and the need of some methods of organized industrial training. The second resolution recommended the conversion of the state committees into self-acting and self-supporting state branches of the national society. Such state branches might be incorporated under state laws and thus secure a more direct personal influence on the citizens of the different states.

After the adoption of these resolutions by the representatives of the state committees the society at its annual meeting endorsed them, and directed the governing board to carry them into effect. Inadequate financial resources have, however, so far stood in the

way of the appointment of a national commissioner under the above recommendation. However, the vice-president, Mr. Alexander, has, without compensation, performed the services of a national commissioner, so far as his time would permit. It is hoped that the inspiration of the next convention, which is to be held at Atlanta, Georgia, will bring the necessary support, in order that the services of a national commissioner may be secured and his work properly financed.

On the other hand, the details of the plan to convert state committees into state branches have been worked out, the work itself has been started and has advanced as far as the short space extending over the summer period would permit. The purpose of this plan is to extend still further the original policy of the society of entrusting to the men and women of a state the promotion of that kind of industrial education that a full knowledge of the social, educational, and industrial conditions and sentiments prevailing in the state would recommend, and to unite the interested people of a commonwealth for active work that must appeal to them with particular force, as it deals with the needs and well-being of their own community.

The solution of the problem of industrial education in the United States, after all, consists of the practical working out of the problem in the various communities of the country. The chief service that the national society can perform lies in its ability to stimulate individual community efforts, and to offer leadership and guidance, to the end that all state branches may work in co-operation, and that each may benefit by the advice and experience of the others. In this way the movement will emanate from many sources and spread over the country, instead of starting as a general issue with an endeavor to find practical application.

Under the plan of state branch organization the national society will ultimately have no direct membership, aside from honorary and life members, but will become a federation of state branches and the central source of information and advice for the working out of the problem of industrial education with and through the state branches. In fact, it would be the great clearing house for industrial education.

In order to carry this plan into effect the national society decided that all present and future members should be assigned to

direct membership in the respective state branches as soon as such should be formed, and that they should also be considered members at large of the national society, enjoying as such the rights and privileges of branch-general membership.

It was further agreed that the membership fee should be shared, in order that the state branch might carry on state propaganda, and the national society maintain its central organization and continue the publication of bulletins on the various phases of the problem. The state branches would, therefore, have a financial as well as technical interest in increasing their membership and in extending the influence of the society.

At the meeting on March 14, 1908, the executive committee of the national society, in carrying out the direction of the society itself, adopted a set of by-laws governing the organization of state branches. These by-laws were to serve as a model, or rather as suggestions, for the state branches. The following provisions were suggested:

First. Each state branch must have a membership of at least fifty members at all times, and its constitution and by-laws must be approved by the executive committee of the national society.

Second. Members of the state branches shall be members of the national society and entitled to the privileges of such, and all members of the national society shall be assigned to membership in their respective state branches.

Third. All membership dues shall be forwarded to the treasurer of the national society, who shall return to the state branch \$1.00 per member per year.

Fourth. Each state must hold its annual meeting in September or October of each year, so as to precede the annual meeting of the national society.

Fifth. The secretary of each state branch shall forward to the secretary of the national society a copy of the minutes of all meetings of the branch. The national secretary shall forward to all members of the state branches the publications issued by the national society.

A full and detailed constitution was adopted for the use of branches, a copy of which can be obtained at any time from the secretary of the national society. The state branches which have already been formed have accepted this proposed constitution, either in full or with slight modifications.

The first state branch was organized in Georgia as a result of a visit of the vice-president of the society to Atlanta, Columbus and Savannah, and more directly under the stimulus of the decision of

the national society to hold its second convention in Atlanta in November, 1908. Over one hundred prominent men of Georgia immediately joined the new branch, and as many more will undoubtedly be added to the list before the convention takes place, when the Georgia state branch will act as the host of the national society. Great efforts are being made by this branch to give the meeting of the national society in Georgia the importance and significance it deserves.

On the occasion of his visit to Atlanta the vice-president of the society, Mr. Alexander, attended a public meeting at Richmond, where he addressed an audience on the importance of industrial education for the development of our national resources, and explained the advantages to Virginia of a self-acting and self-supporting branch in that state. The Virginia state committee subsequently resolved itself into a state branch with thirty-six charter members.

In April last the state committee of Rhode Island held a meeting at Providence for the purpose of organizing a Rhode Island state branch, and after various addresses such a branch was formed, with many prominent people of the state as members. Alabama soon after organized a state branch with influential men in the principal cities of the state as sponsors. A branch has been formed in Iowa. The Massachusetts state committee recently converted itself into a state branch with 106 members. The state committees of New York, New Jersey, Maryland, Montana, Indiana, Pennsylvania and Texas have already made plans for the conversion of their state committees into branches, and similar action is expected of many other state committees in the near future.

The methods of organization in the Georgia, Rhode Island and Massachusetts state branches indicate the three principal plans that may be followed in forming such branches. The state committee may enlarge its membership to at least the required number of fifty and thereupon at a regular meeting resolve itself into a branch under the by-laws of the national society as above, or it may arrange a public meeting in the interest of industrial education, at the close of which the state branch may be organized, or the members of the national society residing in the state may be called to a meeting for the purpose of forming a state branch. Local conditions will determine which of these three methods shall be adopted in each particular case. The arranging of a public meeting with an appropriate

program will likely prove of the greatest efficiency in reaching the desired end, and at the same time in arousing public opinion in favor of industrial education. If the national society had had the services of a commissioner who could visit the different cities in all parts of the country it would undoubtedly have acquired a larger number of state branches.

In order that the policy of the national society may be carried out to its fullest extent, it strongly appeals to all state committees and all individual members for their support, to the end that the problem of industrial education in each state may soon be worked out by a strong and active state branch. Only as a federation of state branches will the national society be able to demonstrate its greatest value to the country.

In addition to the general aims of the national organization, as provided in the constitution, it has been declared by the executive committee, under authorization of the board of managers, that the committee interprets the objects of the society to include the promotion of education in the mechanical trades in their relation to agriculture and mining. This broadens the original scope of the society so that nearly every phase of industrial education may be considered.

The publicity work of the society is carried on through the secretary's office. The society has published six bulletins and has several others in preparation. A vast deal of work is performed in this direction by papers and magazines which have signified their desire to receive information published by the society. Such requests have come from nearly 1,000 publications.

The society is extending its influence in various ways by co-operating with other organizations. For instance, the society was represented at the meeting of the American Federation of Labor in Washington in 1907 by its then secretary, Prof. C. R. Richards, who spoke on the plans and aims of the national society. It also joined, through Messrs. Rouillion and Richards, in co-operation with the National Educational Association. The vice-president, at the invitation of the Secretary of Agriculture, conferred with various officers of the government in regard to bills pending in congress providing for national aid to the states in the matter of industrial and agricultural instruction. Dr. James P. Haney, the present secretary of the society, represented it at the Third Annual Congress on Art Edu-

ciation, which met in London in August, 1908. A committee consisting of Messrs. Pritchett, Richards and Higgins was formed to confer with a like committee of the Society for the Promotion of Engineering Education to secure co-operation and avoid duplication of work.

Upon the suggestion of the board of managers a committee of ten was appointed last spring to consider and report upon the relation of industrial training to our public school system. This committee consists of Dr. H. S. Pritchett, President Carnegie Foundation for the Advancement of Teaching, New York, Chairman; Prof. Paul Hanus, School of Pedagogy, Cambridge, Mass.; M. W. Alexander, General Electric Company, West Lynn, Mass.; President E. J. James, of the University of Illinois, Urbana, Ill.; Hon. Elmer E. Brown, Commissioner of Education, Washington, D. C.; Dr. Thomas M. Bailliet, School of Pedagogy, New York University; Prof. Leslie W. Miller, Principal School of Industrial Art, Philadelphia; Dr. Charles S. Howe, Principal Case School of Applied Science, Cleveland; Mr. L. D. Harvey, Superintendent of Schools, Menominee, Wis.; and Dr. William H. Maxwell, Superintendent of Public Schools, New York City.

Much is expected from this committee. It has broad lines on which to conduct its inquiries, and the personnel guarantees the thoroughness of the work. The matters referred to the committee were the subject of a resolution adopted by the board of managers in January, 1908, as follows:

Resolved, That a constructive study of the possibilities of industrial education under public direction should be an important phase of the society's work for the following year, and that for this purpose the following committee be appointed to report at the second annual meeting of the society:

(a) A committee upon the problem of industrial training for boys and girls from fourteen to sixteen years of age.

(b) A committee upon the organization of public technical high schools.

(c) A committee upon the organization of public evening industrial schools.

Another resolution was also adopted to the effect

That the board of managers feel that one of the most serious questions facing the development of industrial education is concerned with the problem of efficient teachers, and that this problem be made a special subject of study by the executive committee during the coming year.

All these matters were referred to the committee of ten and will be carefully and fully considered by that committee.

With this outline of the work contemplated by the National Society for the Promotion of Industrial Education, it will be seen at once that its chief need, like the chief need of all such organizations, is a sufficient amount of money to carry on its work of propaganda for a few years. Probably \$25,000 a year for three years will carry its work from the national point of view to such an extent that state branches will take care of its immediate application.

Efforts are being made to secure the incorporation of the society by congress, and to that end a bill to incorporate the National Society for the Promotion of Industrial Education was introduced in the Senate of the United States by Senator Lodge May 7, 1908, and is now pending.

The society appeals through its finance committee, as represented by its treasurer, to the generosity and philanthropy of men of means, feeling thoroughly convinced that there is no direction in which money can be spent with greater expectation of good results than in the work it is doing. It is only one of the great instrumentalities making for the general uplifting of the young people of our country and enabling them to secure employment in skilled trades, rather than to idle their lives away or waste them in unskilled callings.

The society has made a splendid beginning; its first convention was gratifying from every point of view. It brought together men from all parts of the country, speakers of note and reputation along the lines relating to general industrial training. These annual conventions are national. They speak to the whole country and not to a single community, and should they in the future rise to the standard of the first much good will result.